

UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

December 17, 2010

Provost Brian Foster
Office of the Provost
114 Jesse Hall
University of Missouri
Columbia, MO 65211



Re: Faculty Irresponsibility Charge against Associate Professor Greg Engel

Dear Provost Foster,

Regretfully, but with conviction, we the undersigned charge Professor Thomas G. Engel with failing to uphold his faculty responsibilities as referenced in CRR 300.010.C.2. In the Collected Rules and Regulations, Chapter 300, section 300.010.C.2 titled Professional Ethics and Academic Responsibility, the responsibilities of University of Missouri Faculty are enumerated. The specific responsibilities Professor Engel has failed to uphold are listed below, and will be addressed in the following specific accounts of Professor Engel's behavior.

Professional Ethics and Academic Responsibilities -- ...He/she accepts the obligation to exercise critical self-discipline and judgment in using, extending and transmitting knowledge. He/she practices intellectual honesty.

a. As a teacher, the Professor encourages the free pursuit of learning in his/her students. ... He/she demonstrates respect for the student as an individual, and adheres to his/her proper role as intellectual guide and counselor. He/she makes every reasonable effort to foster honest academic conduct and to assure that his/her evaluation of students reflects their true merit. ...

c. As a member of his/her institution, the Professor seeks above all to be an effective teacher and scholar. ...

We are not only concerned by the circumstances of these specific charges, but by the length of time over which Professor Engel has engaged in this behavior.

Executive Summary of the Specific Charges

The specific charges being brought against Professor Engel are summarized here. Supporting documentation and specific details are given in the narrative of this letter, and in supporting documentation in Appendices A-K.

1. Professor Engel has abdicated his responsibility as a teacher to "[make] every reasonable effort to assure that his evaluation of students reflect their true merit."

EXHIBIT 4



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

2. Professor Engel has abdicated his responsibility as a teacher to "[demonstrate] respect for the student as an individual, and [adhere] to his proper role as intellectual guide and counselor."
3. Professor Engel has abdicated his responsibility to "[practice] intellectual honesty."
4. Professor Engel has abdicated his responsibility to "[seek] above all to be an effective teacher and scholar."
5. Professor Engel has failed to "[accept] the obligation to exercise critical self-discipline and judgment in using, extending and transmitting knowledge."

It is recommended by those signing this letter that since Professor Engel cannot be placed into a classroom setting due to a complexity of issues, and that having shown himself unable to perform the basic function of teaching that his position requires, that his tenure be removed and that he be dismissed from his employment as a professor at the University of Missouri under the procedures found in CRR 310.060 Procedures in Case of Dismissal for Cause.

Summary of the Circumstances

The specific circumstances out of which these charges grow center around the teaching of ECE 2110-Experimental Electrical Engineering taught in the Fall Semester 2010. The course is a three hour laboratory course, which includes two 50 minute lecture periods and a 2-hour laboratory. Professor Engel was the instructor for the course, and had a graduate TA who taught the laboratory. The class has 17 students, 13 men and 4 women.

Beginning September 28, 2010, Professor Engel began complaining of a disruptive student, Lauren Griggs, in ECE 2110. He cited the use of "unprofessional language" in class as "this behavior is very disruptive to the other students." Professor Engel stated that he had warned the student. Eventually, the student was reported to Student Affairs. Appendix B contains email communication between Professor Engel and Professor Manring concerning the disruptive student. Witnesses to these exchanges include Ms. Griggs, Professor Manring, and Professor Kovaleski.

On October 22, 2010, Professors Manring and Kovaleski met with three students from ECE 2110, Wanya Gu, Wenting Zhou, and Yushan Chang. These three students had been accused of cheating on a laboratory report by Professor Engel. Circumstances surrounding that academic dishonesty charge centered around having shared data among themselves for use in the report (all three were lab partners). The three student reports were marked with "0/100 Please see me." Examination of the reports revealed that the students had indeed shared data, and the students affirmed that they had shared data, as directed in the lab manual and lab instruction. However, the lab reports were clearly separately prepared, with different text, analysis, figure captions, figure ordering, and data presentation. Appendix C contains copies of the three student laboratory reports, copies of other student laboratory reports, and analysis of the laboratory reports. That analysis, conducted by a



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

panel of ECE faculty including Professors Kovaleski, O'Connell, DeSouza, and Han, concludes that there is no evidence of plagiarism by Gu, Zhou, and Chang, and that there is strong evidence of grading unfairly biased against Gu, Zhou, and Chang. Witnesses who can testify to this material include Professors Kovaleski, O'Connell, DeSouza, Han, and Mss. Gu, Zhou, and Chang. Professor Manring and Kovaleski can testify as witnesses to the original meeting with the three students.

The three students approached Professor Engel on October 22, 2010 regarding the grade and accusation. Professor Engel was very abrupt with the students, declaring the conversation's end by stating "That's it. I'm going to have lunch" and walking out on the students, and slamming his office door in the face of one of the three students on another occasion. Most of these details are contained in a grievance filed by the students directly, and that documentation should be consulted for details. At that time, Professor Engel stopped responding to the students, refusing to speak with them or answer email. Appendix D contains a letter from Wanya Gu describing the bullying treatment she endured from Professor Engel, and email exchanges between Professor Engel and the students. The appendix also contains analysis of the complaints in ECE 2110, indicating all women and all chinese members in the class were under some form of disciplinary action. Witnesses to the events described here and in Appendix D include Mss. Gu, Zhou, and Chang.

On October 28, 2010, Lauren Griggs came to Professor Kovaleski after learning she had been reported to Student Affairs. Ms. Griggs was shocked and upset by the charge, as she had had no indication from Professor Engel that he was upset with Ms. Griggs behavior. Her characterization of the class was that it was fairly informal in general, and that Professor Engel and other students in the class used similar language, hence she was puzzled about the circumstances of the charge. Our understanding is that the charge has since been investigated by Student Affairs, and they do not intend to pursue it any further. Appendix B contains a copy of the letter sent to Lauren Griggs from the Office of Student Conduct that University charges would not be pursued against her, a letter of explanation offered by Ms. Griggs to Professor Manring, and notes of another conversation between Manring, Griggs, Gu, Zhou, and Chang on November 2, 2010. Witnesses to these exchanges include Ms. Griggs, Professor Manring, and Professor Kovaleski.

In the discussions with these students, the following information was gathered:

- Professor Engel had now issued some sort of disciplinary charge against every woman in class,
- Professor Engel was teaching class for less than 30 minutes per meeting time,
- Professor Engel was applying separate grading standards to Gu, Zhou, and Chang,
- Professor Engel was refusing to meet with Gu, Zhou, and Chang.

Witnesses to these items include Griggs, Zhou, Gu, and Chang. Professors Kovaleski and Manring and records of the University confirm the first item. The second item was confirmed in



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

interviews of 11 male students in ECE 2110, which are summarized in Appendix G, and which were witnessed and recorded by Professor Kovaleski.

On November 2, 2010, Professor Manring requested a meeting with Professor Engel by email regarding the case. The text of those email exchanges is included in Appendix E. In one exchange that day, Professor Engel stated:

"To pretend you've heard only one side of the story is far from the truth. You and Kovaleski were notified of the Griggs case by email many times (and once in person to you) many weeks ago. The 3 students were recently caught cheating (plagiarizing) and I've reported the case directly to Student Conduct Office, which is SOP. Now, I understand that some faculty don't consider plagiarism a serious offense, but I do. It's against the CRR and against most professional society's bylaws (e.g., IEEE). I turned the 3 students into the SCO as one of these students approached me and accused me of racism (claiming I did not treat the "white American" students the same way). I thought it best to avoid contact with these 3 students and have an outside mediator resolve the case. The TA has a equally hard time with the 3 students in the laboratory. I have no idea what brevity of class means. If you need more information, please don't hesitate to ask."

Subsequent to this email discussion, Professor Engel filed formal charges of Academic Dishonesty against Gu, Zhou, and Chang. Those charges were initiated at 11:35 AM November 2, 15 minutes *after* Professor Manring informed Professor Engel of the student complaint. An email chain documenting this obvious retaliation can be found in Appendix C, and can testified to by Professor Manring. Following this date, Professor Engel also lengthened the class to 50 minute lectures, instituted pop quizzes, and reversed a decision to not require a lab report on a completed lab. All of this was in response to the inquiry of Professor Manring, as he attempted to schedule a meeting with Professor Engel. Witnesses to this include Mss. Griggs, Gu, Zhou, and Chang. Documentation in Appendix G also indicates the same circumstance mentioned by student #3 in the Other Comments part of the interviews, to which Dr. Kovaleski will testify.

On November 10, 2010, Professors Manring, Kovaleski, and O'Connell met with Professor Engel and his legal counsel, George Smith. Notes taken at this meeting are attached to this charge in Appendix E, and Professors Manring, Kovaleski and O'Connell will testify to these notes as witnesses. A few concerning details arose in this meeting.

- Professor Engel's statements seemed to betray racial bias. He referred to Chinese students as "These people...", and as "These students..." In reference to conversing with Gu, Zhou, and Chang, Professor Engel said, "Is it my responsibility to translate my words into Mandarin?" By his admission he told his class, "Some of you will have to work harder than others," specifically in reference to the English deficiencies of Gu, Zhou, and Chang.
- Professor Engel denies slamming his office door in Gu's face, and stated that she had no witnesses for this.

*We have my notes.
Can I testify as a fact witness*



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

- Professor Engel suggested that a tutor should be assigned to Gu, Zhou, and Chang, and that he would only deal with the tutor (thus removing himself from contact with the Chinese students in his class).
- Regarding the plagiarism charge, Professor Engel stated that he gave an entire class period lecture on plagiarism, that he has written plagiarism warnings on previous lab reports of many students but the Chinese students were the only ones who continued, and he stated that more students were plagiarizing and he intended to file more plagiarism charges. (These statements were shown to be *very* inaccurate during a subsequent investigation conducted by Professor Kovaleski.)
- Professor Engel reported that he holds full, 50 minute class periods and uses his time efficiently. He didn't recall the percentage of classes he ended early, but he did recall canceling class once because the laboratory equipment was deficient.

Through the week of November 15-19, 2010, Professor Kovaleski interviewed students from ECE 2110-Experimental Electrical Engineering. Professor Kovaleski interviewed 11/13 students (not including the 4 female students) in ECE 2110. The student comments are compiled in anonymized form in Appendix G and Professor Kovaleski was witness and recorder of these student comments, but a few details are apparent from the interview results.

- All 11 students indicated that Professor Engel taught for significantly less than the full class period for most of the semester, in direct conflict with Professor Engel's statements in the November 10 meeting. While there are some differences in account, 4 students state that the last 2-3 weeks lectures had been increased to 50 minutes, and others say recently or the last few weeks. This timing is coincident with correspondence from Professor Engel in which he said he had "no idea what brevity of class means." A number of students recall exceptionally short classes, 5-15 minutes in length, on a regular basis.
- Most of the male students reported they were treated well and with respect. However, there were students who were offended by an incident where Professor Engel presented student lab reports to the class for ridicule. In at least one case, the student's name was not removed from the report. Other commentary described Professor Engel as "argumentative", "a little condescending", "his attitude was agitated", "sometimes he seems almost rude."
- All 11 students stated there was little or no discussion of academic dishonesty in class, beyond the syllabus. This is in direct opposition to Professor Engel's statement that he held "an entire class" on academic dishonesty. Also, none of the 11 male students were accused of academic dishonesty by Professor Engel, in direct opposition of Professor Engel's statement that he had warned many students after the first laboratory of academic dishonesty.
- Nearly all students stated that their understanding was that laboratory groups shared data, and that they had all done so.
- Professor Engel was easy to contact according to the male students who tried, which is significantly different than his refusal to meet with the female Chinese students.



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

- Most students stated that the class room environment was informal, and none remember a student being reprimanded for unacceptable behavior, beyond the words "Let's keep it professional" delivered with a chuckle. This confirms Lauren Griggs' assertion that she was not warned by Professor Engel that her behavior was unacceptable to him.
- One student commented that about 3 weeks ago, pop quizzes were instituted, lectures were stretched to 50 minutes, and a lab report that was originally not to be collected was suddenly assigned. All of these actions line up with the accounts of the 4 women that after they began to complain about their treatment, Professor Engel began retaliating against the class as well as attempting to cover his previous behavior by teaching a more acceptable length lecture.

Over the week of November 15, 2010 Emeritus Professor Michael Devaney assumed teaching of ECE 2110. Professor Engel's teaching suspension is documented in Appendix F. Professor Devaney collected documentation of the requirements for student laboratory report preparation. Professor Engel's own course laboratory policy and in the disputed laboratory documentation it states "Each student must submit their own lab report. While result data and final design documentation may be shared between partners, separate and independent reports are required from each student." The excerpts from the laboratory policy are contained in Appendix C and Professor Devaney is witness that these were the policies of Professor Engel. The laboratory policy in Appendix C is important in the analysis of the lab reports contained in the same appendix.

On November 18, 2010 Professor Engel confirmed to Megan Cassidy of the Missourian and on November 19, 2010, Professor Engel confirmed to Janese Silvey of the Columbia Tribune that 3 Chinese students had accused him of racial and sexual discrimination. Appendix H contains the articles and witnesses include Mss. Cassidy, Silvey, Professors Kovalski, Manring, O'Connell and Devaney. Since there are only 3 Chinese students in either of Professor Engel's classes, Professor Engel has effectively identified these students and their complaint to individuals outside of the University without due process and proper respect for student privacy. The Family Educational Rights and Privacy Act has been violated by Professor Engel by this act. The students were so offended by Professor Engel's impeachment of their character that they felt they had no choice but to respond in articles that came well after the original revelation.

Specific Charges

1. Professor Engel has abdicated his responsibility as a teacher to "[make] every reasonable effort to assure that his evaluation of students reflect their true merit."

A.
As detailed above, Professor Engel applied different grading standards and academic dishonesty standards to students Gu, Zhou, and Chang than he applied to any other student in ECE 2110. What's more, some of Professor Engel's own statements indicate personal bias against students of Chinese origin, as noted in the meeting of November 10, 2010. Witnesses who can testify to this



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

charge include Professors Kovalski, O'Connell, DeSouza, Han, Devaney, and Manring, as well as Mss. Gu, Zhou, and Chang.

2. Professor Engel has abdicated his responsibility as a teacher to "[demonstrate] respect for the student as an individual, and [adhere] to his proper role as intellectual guide and counselor."

Professor Engel has shown disrespect for his students, and overstepped his proper role, on a number of counts in his actions in ECE 2110.

- Professor Engel retaliated against Gu, Zhou, and Chang by filing an formal academic dishonestly charge against the 3 students minutes *after* learning the 3 were disputing their grade. Professor Manring can testify to this, and documentation is included in Appendix C.
- Professor Engel refused to meet directly with students Gu, Zhou, and Chang during his instruction of the 3 in ECE 2110. Appendix D contains documentation and Mss. Gu, Zhou, and Chang can testify to this.
- Professor Engel refused to explain his academic dishonesty charge to Gu, Zhou, and Chang. In the process, he walked out on the students abruptly and slammed his office door in Ms. Gu's face. Appendix D contains documentation and Mss. Gu, Zhou, and Chang can testify to this.
- Professor Engel retaliated against an outspoken student, Lauren Griggs, by filing charges with Student Affairs for relatively minor alleged infractions without ever discussing his concerns with Ms. Griggs directly. Appendix B contains documentation of this and Ms. Griggs can testify to this as a witness.
- Professor Engel retaliated against the entire ECE 2110 class after learning of the complaints of the four women, by suddenly instituting pop quizzes and assigning additional laboratory assignments. Appendix G contains documentation of this, to which Professor Kovalski can testify as a witness. Mss. Griggs, Gu, Zhou, and Chang can also testify as witnesses.
- In an exercise intended to ridicule student work in front of the ECE 2110 class, Professor Engel neglected to remove student identification from laboratory reports, exposing that information to the entire class. Appendix G contains documentation of this, to which Professor Kovalski can testify as a witness.
- Professor Engel violated the privacy of Gu, Zhou, and Chang by discussing the matter with the Missourian and Columbia Tribune, by confirming a charge by 3 Chinese students, effectively identifying them as they are the only Chinese students in any course taught by Professor Engel. Professor Engel has violated the Family Educational Rights and Privacy Act by this action. Documentation is included in Appendix H and Professors Manring, Kovalski, O'Connell, and Devaney can testify as witnesses. The students were so offended by Professor Engel's impeachment of their character that they felt they had no choice but to respond in articles that came well after the original revelation.



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

all based on Nov. 10th mtg.

3. Professor Engel has abdicated his responsibility to "[practice] intellectual honesty."

Professor Engel has been dishonest or obfuscatory on a number of counts during the investigation of events in ECE 2110. Documentation of Professor Engel's attempts to obfuscate his wrong doing are contained in his statements recorded in Appendix E and direct refutation by students of ECE 2110 related in the interviews in Appendix G. Professors Manning, Kovaleski and O'Connell can testify as witnesses to the meeting in Appendix E, and Professor Kovaleski can testify as a witness of the interviews in Appendix G.

- In the November 10, 2010 meeting, Professor Engel stated that he taught for the full class period in ECE 2110, which was not confirmed by any student in ECE 2110 interviewed. Also, in the November 2, 2010 email exchange, Professor Engel states "I don't know what brevity of class means" but he then proceeds to lengthen class to a full 50 minutes subsequently, presumably to cover his dereliction of duty.
- Professor Engel stated that he held an entire class on academic dishonesty in ECE 2110. No student interviewed recalled such a lecture.
- Professor Engel stated he had warned several students of academic dishonesty in lab reports beyond Gu, Zhou, and Chang leading up to the disputed report involving the three. None of the 11 students interviewed recalled ever being accused of academic dishonesty by Professor Engel in ECE 2110.
- In the November 10, 2010 meeting, Professor Engel stated he intended to issue more charges of academic dishonesty. Presumably this was to cover his biased treatment of Gu, Zhou, and Chang, as well as continue retaliation against the ECE 2110 class.

4. Professor Engel has abdicated his responsibility to "[seek] above all to be an effective teacher and scholar."

By the account of every student interviewed in ECE 2110, Professor Engel failed to utilized class time effectively, by teaching for an unacceptably short time throughout ECE 2110. Student accounts range from a significant number of lectures to an overwhelming majority of lectures ended in much less than the 50 minute allotted time. Some accounts state class was often as little as 5-10 minutes. Student accounts, as well as Professor Engel's account, indicate that students were confused both about the laboratory requirements and other material in the course, which would have indicated additional instructor-student interaction was warranted. In addition, each of these 17 students paid handsomely for class room instruction, which Professor Engel stubbornly refused to provide through the class. Not until an inquiry into the circumstances of this course began did Professor Engel attempt to teach effectively in this course. Evidence and documentation of this charge can be found in Appendix G. Professor Kovaleski can testify as a witness to this information.

5. Throughout the investigation into the details of this case Professor Engel has failed to "[accept] the obligation to exercise critical self-discipline and judgment in using,



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

extending and transmitting knowledge." Which is evidenced by the sheer number of the charges discussed herein, and their serious nature.

Discrimination Charges

This document describes mistreatment on the part of Professor Engel toward the only females in his classes, and the only Chinese students in his classes. It is believed that these charges have substantial evidence to support them as indicated and reiterated by the following situations:

- In a meeting on November 19, 2010 with Professors Manning, O'Connell, and Kovaleski, Professor Engel's responses betrayed a racial bias. In this meeting Professor Engel would say things like, "These people ...," or "These students ...," and "Is it my responsibility to translate my words into Mandarin [pause] or German?" Professor Engel also asked for the department to provide a tutor for the Chinese students, and said, "I will work with these students through the tutor." The impression was that Professor Engel preferred not to teach Chinese students. These statements are documented in Appendix E and Professors Manning, Kovaleski, and O'Connell can testify as witnesses
- In a letter written to "Mr. Provost" by Chinese student Wanya Gu, Professor Engel's rude and disrespectful behavior was documented by referring to derogatory statements, ignored student inquiries, slamming the door on her face, and discrimination in grading the work of all Chinese students. This letter is included in Appendix D and can be testified to by Ms. Gu. In contrast to these accounts, Professor Kovaleski's interviews of other students in the class (mostly white males) revealed they were treated much differently. This can be seen in the interviews in Appendix G, and testified to by Professor Kovaleski. The other two Chinese students in the class testify to the same discriminating behavior. Larren Griggs, the only white female in the class, also believes the Professor Engel exercised gender discrimination when he filed a misconduct charge against her. All four females in this class have filed a formal grievance against Professor Engel for these discriminating actions:
- In a previous Faculty Irresponsibility Charge filed against Professor Engel, he was accused of exercising "overly harsh criticism of a colleague" during a peer teaching evaluation. This criticism was aimed at discrediting Professor Gregory Triplett teaching and was peppered with the following phrases: "below acceptable standards", "needs improvement", "style was very disappointing", "no discussion of homework ... probably to be expected", "use of the chalkboard was also poor", "below expected standards", "insufficient depth", "far too trivial", "Triplett should be encouraged to teach and convey information", and "The course in its present form is unacceptable." Professor Triplett was also faulted for "ending the class very early" which is a major complaint that students have made against Professor Engel himself! That semester Prof. Triplett was awarded with the Best Professor Award from the graduating ECE seniors. The following semester he was awarded the 2010 William T. Kemper Fellowship for Teaching Excellence (the highest teaching award on campus). Clearly there was no correlation between the harsh criticism received by Professor Triplett and the reality of his teaching



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

ability. This harsh and discriminating treatment was mystifying at the time, but in hindsight it appears that one explanation may be found in Professor Engel's racial prejudice against Professor Triplett, who is an African American faculty member. This letter is included in Appendix K, and is discussed in the text of a previous faculty irresponsibility charge in Appendix I. Professor Manring can testify as a witness.

- During the Spring Semester of 2010, the ECE department conducted interviews for two faculty positions in the department. During the process of selecting candidates to interview, three out of the four top candidates were female. Professor Engel's unwillingness to participate in the interview process was conspicuous when he flatly refused to interview a female candidate, by stating that he didn't have 30 minutes available. After spending more than 30 minutes arguing about it, Professor Engel finally agreed to interview the candidate but declined all other participation in the search process. In hindsight, this behavior is consistent with accusations of gender discrimination that have since been made against Professor Engel in the classroom. Professor Manring can testify as a witness to this event.

Historical Teaching Problem

During Professor Engel's pre-tenure years, the evidence suggests that his teaching was good and acceptable. Since being tenured in 2002, Prof. Engel's teaching performance has taken a decided turn for the worse. Evidence for this decline is as follows:

- Professor Lex Akers (current Associate Dean in the College of Engineering) became the department chair in ECE during the time when Professor Engel was appealing his denial for promotion and tenure. Following Professor Engel's eventual tenure decision, he was assigned to teach the entry level Circuit Theory courses for the department. According to Professor Akers, he received an unusual amount of student feedback indicating that Professor Engel did not treat the students with respect, and that his teaching was inadequate. Based upon this feedback, Professor Akers intentionally reassigned Professor Engel to teach upper level courses where the impact of his classroom behavior would have less effect on students that were just entering the program. Professor Lex Akers can testify as a witness to these events.
- In 2006, Professor Engel requested promotion to full professor. In a letter from the ECE department P&T chair, Harry Tyrer, on October 19, 2006, Professor Engel's teaching situation was summarized as follows: "In teaching, the committee believes the candidate continues to mischaracterize his student evaluations. While some of the reasons that he gives for these low evaluations may have merit, it is not clear that he fully understands all of the issues. For example, a number of issues were discussed regarding Dr. Engel's performance in the lower-level circuits course. One issue was that Dr. Engel routinely left class early. This was observed by several faculty and is documented in one of the peer evaluations in the dossier." This letter is included in Appendix J and Professor Tyrer can testify as a witness to these events.



UNIVERSITY of MISSOURI

ELECTRICAL AND COMPUTER ENGINEERING

COLLEGE OF ENGINEERING

- retracted*
- During the following year, Professor Bill Nunnally (interim department chair in ECE) provided resources for Professor Engel to develop an online circuit theory course for the department with the intention to offer the course over the summer by distance. Professor Noah Manring took over the department chair position in 2008 and followed up with Professor Nunnally's initiative by supporting the online development of this course and encouraging its expansion to the regular course offering for the course throughout the school year. This was the direction that Professor Engel wanted to take the course, and based upon the existing concerns about Professor Engel's classroom etiquette this seemed like a good idea. Professor Manring promoted this offering in every way he could; but ran into difficulty when Professor Engel refused to provide him with a course syllabus stating, "Until a valid reason for sharing this information is forwarded, I cannot be expected to comply (email Nov 9, 2009)." In the end, Professor Manring suspended Professor Engel from teaching the course until he provided the syllabus. In negotiations with Dean Thompson, Professor Engel finally agreed to provide the syllabus and Professor Engel's teaching assignment was reinstated. In a final email to the department chair Professor Engel stated that the syllabus was a "private document"; i.e., a document that the chair did not have a right to see (email Nov 10, 2009).¹ Professor Engel was eventually removed from teaching Circuit Theory (once again) because of his inability to interact with his stakeholders in a respectful way. These problems have been documented in a previous Faculty Irresponsibility Charge and are represented there by a situation with another department, and one of our student's parents. Professor Manring can testify as a witness to these events.
 - The teaching issue associated with this present Faculty Irresponsibility Charge pertains to his teaching performance in ECE 2110 for Fall Semester 2010. These issues came to a head when four students in the department issued informal complaints consisting of: 1) discrimination based upon gender and race, 2) poor teaching performance and attendance, 3) disrespectful behavior toward students, and 4) retaliatory behavior against the class. Efforts to solve these complaints through informal processes were resisted by Professor Engel and have been previously described in this charge. A formal grievance has since been filed against Professor Engel by the students, and Professor Engel has been removed from all teaching assignments until the department is satisfied that these issues have been resolved.

Recommended Action

1

On October 8, 2009, a syllabus from all faculty members was requested to be inserted into a departmental file system for documenting our courses. To this date, Professor Engel has not produced a syllabus for the two classes he was teaching. Presumably he still does not believe that the department chair has a right to see a course syllabus.

